

## **Pengaruh Kepemimpinan, Kompensasi, Lingkungan Kerja dan Kepuasan Kerja terhadap Kinerja Guru SD Baiturrahman Semarang**

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### **ABSTRAK**

Tujuan penelitian ini adalah untuk menganalisis pengaruh kepemimpinan, kompensasi, lingkungan kerja, dan kepuasan kerja terhadap kinerja guru SD Baiturrahman Semarang. Teknik sampel yang digunakan adalah sampling sensus dengan responden guru yang sudah berstatus tetap. Analisa data menggunakan analisis regresi linier berganda. Hasil penelitian Uji F menunjukkan bahwa Kepemimpinan (X1), kompensasi (X2), kepuasan kerja (X3), dan lingkungan kerja (X4) berpengaruh terhadap Kinerja guru (Y) secara simultan. Untuk hasil Uji T yaitu kepemimpinan berpengaruh positif dan signifikan terhadap kinerja guru, kompensasi berpengaruh positif dan signifikan terhadap kinerja guru, kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja guru, dan lingkungan kerja berpengaruh positif dan signifikan terhadap kinerja guru. Koefisien determinasi sebesar 0,844. Hal ini berarti kemampuan variabel kepemimpinan, kompensasi, lingkungan kerja dan kepuasan kerja dalam menjelaskan kinerja guru sebesar 84,4 %, sedangkan sebesar 15,6 % kinerja guru dijelaskan oleh variabel lain di luar kepemimpinan, kompensasi, lingkungan kerja dan kepuasan kerja. Kepemimpinan menjadi variabel terbesar yang mempengaruhi kinerja guru. Kepuasan kerja menjadi variabel kedua yang mempengaruhi kinerja guru. Lingkungan kerja menjadi variabel ketiga yang mempengaruhi kinerja guru. Kemudian Kompensasi menjadi variabel keempat yang mempengaruhi kinerja guru di Sekolah Dasar Baiturrahman Semarang.

Kata Kunci : Kepemimpinan, Kompensasi, Lingkungan Kerja, Kepuasan Kerja dan Kinerja Guru

## **The Effect of Leadership, Compensation, Work Environment and Job Satisfaction on Teacher Performance of SD Baiturrahman Semarang**

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### **ABSTRACT**

The purpose of this study was to analyze the effect of leadership, compensation, work environment and job satisfaction on teacher performance of primary school Baiturrahman Semarang. Sampling technique used was sampling census respondents who have permanent status teachers. Analysis of data using multiple linear regression analysis. Results of the study F Test showed that the Leadership (X1), compensation (X2), work environment (X3), and the job satisfaction (X4) have effect on teacher performance (Y) simultaneously. For the T test result of leadership has positive and significant effect on teacher performance, compensation has positive and significant effect on teacher performance, job satisfaction has significant and positive effect on teacher performance and work environment has positive and significant effect on teacher performance. The coefficient of determination of 0.844. It means being able leadership variables, compensation, work environment and job satisfaction in explaining the teacher performance by 84.4%, while 15.6% of teacher performance is explained by other variables beside the leadership, compensation, work environment and job satisfaction. Leadership has become the biggest variable that effecting on teachers performance. Job satisfaction into the second variable that effects on teacher performance. Work environment into a third variable that effect on teacher performance then, Compensation became the fourth variables that effect on teacher performance at elementary Baiturrahman School Semarang.

**Keyword** : Leadership, Compensation, Work Environment, Job Satisfaction and Teacher Performance